

brought together for conference with the State Superintendent and with each other at least once a year. The results have been a better organization, a more hearty co-operation, a more uniform plan of work, more systematic methods of managing the finances and reports and an exceedingly helpful interchange of ideas about the common work.

The five District Associations of County Superintendents have profitably supplemented the work of the State Association.

I believe there has been decided progress in the efficiency of the results of the strengthening of county supervision has enthusiasm for it and in the people's estimate of its value and importance.

*Organization and Systematization of the Work.*—One of the results of the strengthening of county supervision has been a better organization of the school forces in the county and a decided improvement in the management of the details of school work and school business. No effort has been spared to promote this better organization of the educational forces and this systematization of the work. One weakness of the school system in the past has been lack of organization, lack of uniformity, lack of systematic business methods in the management of school work and finances. There have been ninety-seven county systems, more or less separate and distinct, some good, some bad, some indifferent, and no unified State system. More progress has perhaps been made during these two years than ever before in organizing and systematizing the public school work. In many counties the teachers have been organized for co-operative work in teachers' associations, many of which are doing excellent work. Through the township meetings patrons have been aroused, committeemen have been reached, and, in many instances, all have been interested and put to work for better schools.

A uniform set of rules and regulations, printed elsewhere